

Citywide Average Cost by Employee Unit  
(Fiscal Year 2013-2014 Adopted Budget)

Employee Unit		Full Time Equivalents (FTEs)	Average Total Cost of Pay & Benefits per FTE
Association of Building, Mechanical and Electrical Inspectors	(ABMEI)	77	\$146,630
Association of Engineers and Architects	(AEA)	239	\$146,244
Association of Legal Professionals	(ALP)	35	\$214,919
Association of Maintenance Supervisory Personnel	(AMSP)	90	\$140,161
City Association of Management Personnel	(CAMP)	346	\$149,118
Confidential Employees' Organization	(CEO)	201	\$120,647
Executive Management	(Unit 99)	243	\$200,698
International Brotherhood of Electrical Workers, Local No. 332	(IBEW)	73	\$143,109
International Union of Operating Engineers, Local No. 3	(OE#3)	673	\$100,224
Municipal Employees' Federation	(MEF)	1884	\$95,163
San Jose Fire Fighters, IAFF Local 230	(IAFF)	671	\$197,701
San Jose Police Officers' Association	(POA)	1107	\$196,475
Unrepresented Non-Management		5	\$24,182
<b>CITYWIDE</b>		<b>5644</b>	<b>\$141,465</b>

Source: [2013 - 2014 Adopted Budget](#)